

**GUNNISON COUNTY PERSONNEL BOARD**  
**MINUTES**  
**July 23, 2007**

The July 23, 2007 Personnel Board meeting was held in the Commissioners' Meeting Room in the County Courthouse. Voting Board members present were:

Beth Baker, Employee Representative  
Ben Cowan, Employee Representative  
Rich Corbett, Facilities Maintenance Director  
Stella Dominguez, County Clerk & Recorder  
Randy Morgan, Employee Representative  
Jim Morris, PW Employee Representative

Others present were:

County Manager Matthew Birnie  
Assistant County Manager Marlene Crosby  
Personnel Director Moore

**CALL TO ORDER:** Chairperson Cowan called the meeting to order at 11:05 am.

**SICK LEAVE TRANSFER REQUEST:** Personnel Director Moore presented a request for a sick leave transfer authorization for an employee in need. This request met the criteria for a sick leave transfer.

**Moved** by Chairperson Cowan to grant a sick leave transfer authorization of 173.3 hours. Motion carried unanimously.

**DISABILITY INSURANCE:** The Personnel Board previously requested information regarding disability insurance. Personnel Director Moore reported that over 50% of 601 organizations in a MSEC survey offer employee disability insurance. Of those offering disability insurance, 74% pay a portion of the premiums, meaning that approximately one-third of reporting organizations offer employer-paid disability benefits.

A considerable discussion ensued regarding the relationship between short-term disability insurance and the current system of sick leave transfers. Additionally, the cost to the County was considered, but was determined to be difficult to discuss without a detailed analysis of premiums and liabilities.

The Board reached agreement that additional information was needed and requested Personnel Director Moore to compile the needed financial impacts of offering this added benefit. Most agreed that long-term disability is more urgent currently since a disability of that sort could render entire families destitute, whereas a short-term disability less than 6 months could more easily be managed using sick leave and savings.

**MEDICAL INSURANCE ADDITONS:** Personnel Director Moore inquired whether any members of the Board have heard from employees whether some benefits should be added to the plan. No one had heard of any items of note. Personnel Director Moore reported some employees requested the addition of surgical birth control methods such as IUD insertion. No member present expressed any reservations to adding these benefits to the plan. Personnel Director Moore will determine what effect these

additions would make to the premiums and report her findings to the Board for a formal recommendation to the Board of County Commissioners to modify the plan document, if appropriate.

**ENFORCEMENT OF POLICIES:** The Board discussed the methods to enforce various policies such as the smoking and dog policies. There have been infractions of both these policies by the public and by employees. The employee situations have been dealt with individually and are not expected to be a continuing problem. The public instances have been experienced so infrequently that no one felt enforcement procedures other than existing signage should be pursued at this time.

**DEALING WITH DIFFICULT PEOPLE:** Assistant County Manager Crosby and Representative Baker reported they have been dealing with rude and threatening customers. County Manager Birnie suggested that typical defusing techniques should be employed and if matters cannot be discussed in a respectful manner, employees should refuse to talk with them and immediately end the conversation. He will inquire with the County Attorney about possible ramifications such as filing a restraining order for the most extreme cases.

**ADJOURN:** Chairperson Cowan adjourned the meeting at 11:50 am.